

Biennial Report

2004-05





STATE OF MICHIGAN

JENNIFER M. GRANHOLM
GOVERNOR

DEPARTMENT OF CIVIL RIGHTS
EXECUTIVE

LINDA V. PARKER, J.D.
DIRECTOR

June 2006

The Honorable Jennifer M. Granholm
Members of the Michigan Legislature
People of the State of Michigan

The Michigan Civil Rights Commission and the Michigan Department of Civil Rights present to you our annual reports for fiscal years 2004 and 2005.

Fiscal years 2004 and 2005, were in many ways very challenging. Much of the challenge stemmed from continuing budget difficulties and the struggle to continue providing needed services to residents despite the reduction in resources. We are very proud to say that MDCR has met and will continue to meet that challenge with both realistic reflection and compassion.

During FY 2005, the Department hosted two conferences using a combination of federal and state funds: "Emerging Communities: A Look at Fair Housing" and "Predatory Lending and Your Community." Both conferences highlighted emerging concerns for fair housing in Michigan as part of the Department's increased attention to segregation and housing related issues.

During the summer of 2005 the Department worked collaboratively with its partners throughout the state to address challenges created by Michigan's rich diversity and its associated level of segregation, as well as incidents of bias and hate crimes. Michigan's will to effectively leverage and embrace its diversity for the benefit of its economic and social well being is exceptionally strong.

Other important accomplishments include the Voter Education and Protection drive in November 2004 and two more years of exceeding federal contract expectations for complaint investigations.

Both years were also very revealing; confirming in the minds of many that Michigan is going to have to make some important changes as we move further into the 21st century. The Granholm Administration has been very focused on growing Michigan's economy by preparing a business and economic climate that meets the needs of the coming century. The message that times are changing is clear, and we must change with the times in order to thrive.

Just as we can no longer expect the old business climate to survive in the coming century, so must we expect to have to change our old approaches to diversity, equality and race relations.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mark Bernstein".

Mark Bernstein, J.D.
Commission Chair

A handwritten signature in black ink, appearing to read "Linda V. Parker".

Linda V. Parker, J.D.
Department Director

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Michigan Civil Rights Commission

Fiscal Year 2004



Commission Chair
Valerie P. Simmons, J.D.
Grand Rapids
1998



Commission Vice-Chair
Mark Bernstein, J.D.
Ann Arbor
2004



Commission Treasurer
Margaret M. Van Houten, J.D.
Dearborn Heights
2003



Commission Secretary
Mohammed Abdrabboh, J.D.
Dearborn
2003



Albert Calille, J.D.
Plymouth
1998



Dr. Tarun K. Sharma
Kalamazoo
2001



Kelvin W. Scott, J.D.
Grosse Pointe Park
2004



Matthew Wesaw
Holt
2004



Michigan Department of
Civil Rights Director
Linda V. Parker, J.D.
2003

Michigan Civil Rights Commission

Fiscal Year 2005



Commission Chair
Mark Bernstein, J.D.
Ann Arbor
2004



Commission Vice-Chair
Mohammed Abdrabboh, J.D.
Dearborn
2003



Commission Secretary
Margaret M. Van Houten, J.D.
Dearborn Heights
2003



Albert Calille, J.D.
Plymouth
1998



Dr. Tarun K. Sharma
Kalamazoo
2001



Kelvin W. Scott, J.D.
Grosse Pointe Park
2004



Karen Henry Stokes
Grand Rapids
2005



Matthew Wesaw
Holt
2004



Michigan Department of
Civil Rights Director
Linda V. Parker, J.D.
2003

The Michigan Civil Rights Commission

The Michigan Civil Rights Commission was created by the 1963 Michigan Constitution. The Michigan Civil Rights Commission is non-partisan and consists of eight leaders from across the state that are appointed to four year, staggered terms by the Governor.

The Michigan Department of Civil Rights (MDCR) was established by the state legislature in 1965. The Department is a staff complement designed to implement the Commission's policies. The Department enforces the state's civil rights laws through the following five programs and services: complaint investigation, mediation, outreach/ education, information and referral. Michigan's progressive civil rights laws extend protections against unlawful discrimination to everyone residing in or visiting the state of Michigan in the following categories: religion, race, color, national origin, sex, age, marital status, and disability in the areas of employment, education, housing, public accommodations and public service. Also included under the areas of protections are height, weight, genetic information and misdemeanor arrest record in the area of employment, and familial status in the area of housing.

During Fiscal Years 2004 and 2005, the Commission received three new members: Kelvin W. Scott, J.D., Mathew J. Wesaw and Karen Henry Stokes. More information about the Commission as a body and its individual members is available at www.michigan.gov/mdcr.

Commission News 2004

CASE OF FIRST IMPRESSION

At its January 2004 meeting, the Commission decided by a 4 to 3 vote, that a claimant had been denied a reasonable accommodation for her mental disability when respondent, Royalwood Cooperative Apartments, Inc., refused to let her keep a companion/service dog in her unit.

The claimant has been a resident of the cooperative since 1980. Personal circumstances and a worsening of her condition led her to take in a Shih Tzu Terrier that had previously been with her deceased mother. On two separate occasions her requests for an exception to the "no pets" rule were denied and she was subsequently served with a notice of eviction.

In a case of first impression, the Commission held the Michigan Persons with Disabilities Civil Rights Act may require granting a tenant an exception to a "no pets" policy as an accommodation for emotional/mental disability. This is so, even when the dog has received



Commission members pose with two outgoing Commissioners at the April 26, 2004, public forum which addressed racial and ethnic intolerance here in Michigan and abroad. Left to right Commissioner Mohammed Abdrabboh, J.D., Assistant Attorney General Ron Robinson, Commissioner Dr. Tarun K. Sharma, former Commissioner Valerie P. Simmons, J.D., MDCR Director Linda V. Parker, J.D., former Commissioner Gary Torgow, J.D., former Commissioner Francisco J. Villarruel, J.D., Commissioner Albert Calille, J.D., former Commissioner Bishop George E. Brown, Commissioner Mark Bernstein, J.D., and former Commissioner Margaret M. Van Houten, J.D.

no specialized training or certification. Critical to the Commission's decision, was testimony from the claimant's mental health professionals that the companionship of the dog was necessary to lessen the claimant's chronic and severe depression and anxiety. According to the Commission, an exception to the "no pets" rule imposed no undue hardship on the cooperative association or its other tenants.

AFFIRMATIVE ACTION

At the same meeting, the Commission adopted a resolution reaffirming the cross-cultural social benefits of affirmative action style programs, and communicating its opposition to any attempts to undermine the equal opportunity protections currently set forth in the Michigan Constitution. The Commission's resolution became necessary because of growing confusion regarding the relationship between the Michigan Civil Rights Commission and the Michigan Civil Rights Initiative. The resolution was issued in part to clarify that the MCRC and MDCR are in no way affiliated with the Michigan Civil Rights Initiative.



Commissioners consider testimony at the July 25, 2005, regular meeting on the campus of Lansing Community College. From left to right: current Commission Chair Mark J. Bernstein, MDCR Director Linda V. Parker, former Commission Chair Valerie Simmons, and Commissioner Kelvin W. Scott.

Commission News 2005 INPUT VIA AMICUS

The Commission and Department were able to weigh-in on two court decisions during FY 2005. In *Easter Seals v The City of Royal Oak*, Easter Seals alleged that the City of Royal Oak wrongfully denied Easter Seals and the clubhouse members a special use permit allowing them to occupy certain property in the city for their facility. Easter Seals is a non-profit corporation which provides services for individuals with mental illness, and the Dreams Unlimited Clubhouse is a non-residential day care facility for adults suffering from mental illness.

The Commission and Department issued an Amicus Brief in support of the plaintiff Easter Seals, recommending that the court should follow the firmly established federal precedent surrounding Title II of the Americans with Disabilities Act and rule that Easter Seals and entities like it, and the individual members of organizations like the Clubhouse, do in fact have standing to sue under the Michigan's Persons With Disabilities Civil Rights Act (PWDCRA). Further, it was recommended that the court should find that the PWDCRA applies to all zoning enforcement activities undertaken by public entities. In November 2005 the U.S. District Court-Eastern District issued a Consent Decree in support of the positions taken by the Plaintiff and Civil Rights Commission / Department.

EQUITY IN JURY SELECTION

In August 2005, the Commission and Department filed public comments to the Michigan Supreme Court opposing a court rule change regarding jury selection proposed by the Michigan Supreme Court. The amendment added language regarding discrimination in the selection process on the basis of race, color, religion, national origin, or sex. While on its face the language appeared to prevent

discrimination in the jury selection process, in reality its application would do nothing to enhance the constitutional guarantee of a jury of one's peers. The language of the proposed amendment added nothing to the procedural safeguards existing case law provides, or to the concept of "a jury of one's peers." However the vagueness and ambiguity of the proposed amendment presents many bases for legal challenge.

Commission Public Forums 2004

During 2004 and 2005, the Commission held a number of public forums on a variety of issues as part of its effort to get first-hand feedback from the residents of Michigan. The Commission's forums provide an opportunity for Michigan communities to come forward to discuss civil rights issues that are of concern to them. Members of the public may also learn about the inner workings of the Commission and the Department and about some of the cases brought before the Commission. Public forums during fiscal 2004 include:

On Monday, April 26, 2004, the Commission hosted a public forum titled, "One Michigan: The Dangers of Ethnic, Racial and Religious Intolerance In Our State, In Our Country and In Our World," which addressed racial and ethnic intolerance in Michigan and abroad. The forum was held at the new Holocaust Memorial Center in Farmington Hills. The event featured addresses by Mrs. Erna



Commission members look on as Cantor Daniel Gale speaks about Bay City's reaction to hate activities during the Commission's April 2004 public hearing.



Panel of civil rights experts discuss segregation at the Commission's May 2004 public hearing on segregation and Brown v Board of Education. Left to right: Marvin Krislov, Vice-President and General Counsel for the University of Michigan; Godfrey Dillard, Detroit attorney; Clifford Schrupp, Executive Director of the Fair Housing Center of Metropolitan Detroit; and Harold Curry, Rochester Hills attorney and former hearing officer for the Commission.

Gorman, a Bloomfield Hills resident and Holocaust survivor and Bay City's Temple Israel Cantor Daniel Gale, who spoke on community tensions due to the activities of hate groups in the Bay City area.

On Monday, May 24, 2004, the Commission hosted a special public forum at the Charles H. Wright Museum of African American History in Detroit. The forum was titled, "Fifty Years After Brown v Board of Education: The Harms and Concerns of Continued Segregation in Michigan," and considered that even as we commemorate the 50th anniversary of the Brown decision, Michigan is one of the most residentially and educationally segregated states in the country, with the Detroit area being the most segregated metropolitan area in America.

Marvin Krislov, Vice President and General Counsel for the University of Michigan, led a panel of civil rights experts in a public discussion regarding the ongoing problem of voluntary and involuntary segregation in Michigan, 50 years after the U.S. Supreme Court struck down the separate but equal doctrine. Krislov was joined on the panel by Godfrey Dillard, a Detroit attorney and former attorney for the

University of Michigan Student Interveners; Harold Curry, a Rochester Hills attorney who worked for more than 20 years as a hearing officer for the Commission and attorney for Pontiac and Flint school districts; and Clifford Schrupp, Executive Director of the Fair Housing Center of Metropolitan Detroit. Also as part of the commemoration, Judge Donna Robinson Milhouse, who serves on the 36th District Court in Detroit, recited her poem "Landmark."

On Monday, August 23, 2004, the Commission held a public forum at the Clinton-Macomb Public Library. This forum was in response to growing allegations of racial discrimination in employment by the Macomb County government. The forum was well attended including representatives from the Macomb County Ministerial Alliance and the Macomb County Board of Commissioners. Both the Department and Commission continue to actively work with the residents of Macomb County to assist them in managing their growing diversity.

Commission Public Forums 2005

During Fiscal Year 2005, the Commission held public forums in Holland, Dearborn, Jackson, Lansing, and Kalamazoo. For the Lansing forum held July 25, 2005, the Commission and Department teamed up with the Michigan Department of Human Services (DHS) and the Michigan Advisory Council on Overrepresentation of Children of Color in Foster Care. The hearing was designed to provide an opportunity for residents to offer testimony on issues related to children of

color in the state foster care system. The advisory council will use public testimony and other information to develop an action plan with recommendations for the Department of Human Services and Michigan Legislature on ways to reduce the overrepresentation of children of color in the child welfare system. Director Parker also sits on the advisory council.

For the Kalamazoo forum in August 2005, the Commission and Department joined with the Jessica and Nifte Immigration Assistance Fellowship and Western Michigan University's (WMU) Trimpe Multicultural Center, to host a public forum on the campus of WMU. The forum was titled, "The Rights of Migrant and Seasonal Farmworkers," and was designed to address issues of concern to migrant and seasonal farmworking communities, including allegations of incidents of discrimination, racial profiling, and the lack of adequate and accessible services to farmworking communities. The forum was very well attended and the Commission received testimony from residents in the community and representatives of organizations which serve the migrant and seasonal farmworking communities.



The August 2005 public forum in Kalamazoo was well attended and created an excellent opportunity to highlight the dire conditions of migrant and seasonal farmworkers, and further the commitment of MDCR and the Commission to address those conditions.

Office of the Director



Director Linda V. Parker

Fiscal 2004 was a very busy first year for MDCR Director Linda V. Parker. Following taking the Department's reigns in November 2003, Parker made it her priority to schedule face to face discussions with every colleague in the Department. The meetings were designed to allow Director Parker and MDCR colleagues the opportunity to learn a little about each other, and share their perspectives on civil rights and other matters pertaining to MDCR.

In December 2003, Director Parker attended the Governor's historic signing of the bill to create Cesar Chavez Day in Michigan. Each March 31st now commemorates the late civil rights and labor leader who died in 1993. The event was held at Cristo Rey Community Center in Lansing.

In January 2004, Director Parker spoke as a panelist at a Dr. Martin Luther King, Jr. Celebration sponsored by the Detroit Urban League and the American Jewish Committee of Michigan. The topic of the discussion was, "Moving Detroit Forward as a Cool City in the 21st Century."

On February 26, Director Parker, along with other Detroit area attorneys,

was honored at a Black History Month Celebration Luncheon hosted by the United States Attorneys Office for the Eastern District of Michigan. Parker received an award for her leadership in service to the community and civil rights.

On March 10, 2004, Director Parker, Warren Bonam, Director of Civil Rights Operations and Hector Shamley, Director of Enforcement Division-Detroit, traveled to Benton Harbor. The trip was coordinated in part, by the Governor's Office of Southeastern Michigan. The Director and MDCR colleagues were provided a guided tour through Benton Harbor by Michigan State Police Sergeant Bennie Bowers. Later that evening, Parker spoke and answered questions at a public forum hosted by the Citizens for Progressive Change (CPC), an advocacy group which was formed as an outgrowth of the Summer 2003 civil disturbances in Benton Harbor.



Governor Jennifer M. Granholm shares some words at a December 2003 signing of the bill to create Cesar Chavez Day in Michigan. MDCR Director Parker was on hand to witness the historic event.

Also in March, Director Parker issued the keynote remarks at the second annual City of Lansing Race Initiative Conference. The Lansing Race Initiative is designed to establish a candid dialogue about race among Lansing community residents and leaders.

On April 15, Director Parker served as the keynote speaker at the first annual conference of the Fair Housing Association of Southwest Michigan in Kalamazoo. The following month, Parker was keynote speaker for the 50th anniversary celebration of Brown v Board of Education, held by the Saginaw Branch of the NAACP.

In early June 2004, Director Parker attended the Mackinac Policy Conference on Mackinaw Island. The Conference was well attended by about 1700 state and local civic and business leaders gathered to discuss the economic revitalization of southeast Michigan. Director Parker participated as a panelist in the first dialogue on race relations held at the annual conference. The panel was titled, "Bridging the Racial Divide: A Business Imperative." Panel members engaged in frank and open discussion about the role of race relations in southeast Michigan. Other panelists included: Ismael Ahmed, Executive Director, Arab Community Center for Economic and Social Services (ACCESS); Daniel Krichbaum, Executive Director, National Conference for Community and Justice (NCCJ); Armando Ojeda, Michigan Hispanic Chamber of Commerce; John Rakolta, Chairman & C.E.O, Walbridge Aldinger; Shirley Stancato, President, New Detroit; Heaster Wheeler, Executive Director, Detroit Chapter National Association for the Advancement of Colored People (NAACP); and Detroit Free Press Columnist Rochelle Riley.

In late September 2004, Director Parker was keynote speaker at the Saginaw NAACP Freedom Fund Dinner and a

panelist in a discussion on the present implications and effects of the Brown v Board of Education decision. The panel was hosted as part of the State Bar of Michigan Annual Meeting.

Fiscal 2005

Fiscal 2005 began with a Voter Information and Protection Drive, a comprehensive campaign to provide information to potential voters regarding the rights and responsibilities associated with voting and protection to voters who encounter challenges in their attempts to vote. The initiative became necessary with increasing concerns regarding the nature of the voting difficulties in the 2000 election, and several nationally publicized incidents since then where people of color and seniors were allegedly targeted for voting related harassment, disfranchisement or intimidation. In addition to publishing a brochure informing citizens of their rights as voters, Director Parker and Valerie P. Simmons, former chair of the Michigan Civil Rights Commission, as well as other Department officials were involved in speaking on the issue at various forums including the media around the state.

MDCR's eight satellite offices throughout Michigan were able to partner with other organizations in this effort. The organizations represented a wide range of interests and are as diverse as the NAACP, community colleges, churches, mosques, labor unions, gay rights organizations and various other civic groups.

During October 2004, Director Parker also served as a featured speaker at Detroit Marygrove College's 2004 National Education Conference, "Revitalizing the Purpose and Spirit of Education: The Imprint of Brown v Board of Education."

In early November 2004, Director Parker was keynote speaker at the Annual Growers and Farmworkers Conference

at the Lansing Holiday Inn. The event was titled, “A Collective Legacy: Meeting Today’s Challenges, Embracing a Unified Future.” Director Parker addressed the struggle to improve the conditions faced by migrant and seasonal workers. During this function, Community Relations Director Al Flores was also recognized for his assistance in coordinating the conference and other activities on behalf of migrant and seasonal farmworkers.

In December 2004, as part of a renewed commitment to Benton Harbor, Director Parker made good on a promise and hosted an open house with community leaders to announce the new MDCR branch office in Benton Harbor. The official opening of the office was on Wednesday, December 15, 2004. The office is open 9:00a.m. - 4:00p.m. on Wednesdays and Fridays, and is staffed by Kalamazoo Rights Representative Lance Bettison and a student assistant.

In January 2005, Director Parker spoke at Delta College in Saginaw on the topic “How Far We’ve Come.” The program was a reflection on the contributions of Dr. Martin Luther King, Jr.

Director Parker was in Bay City on Sunday, May 15th, to give the keynote speech at the 45th Annual Freedom Fund Banquet held by the Bay City NAACP. The banquet, held at the Hampton Township Grand Banquet and Conference Center, was attended by a diverse group of local political, social and educational leaders, including the families of three Bay City area high school students receiving scholarships sponsored by the NAACP and several area corporations.

On May 16, New Detroit, Inc. and MDCR invited 100 Metropolitan Detroit area leaders to a forum entitled, “A Community Dialogue on Race.” The forum was designed to continue the discussion on the subject of race to encourage the Detroit region to move forward with a focus on building a strong united Michigan.

On Thursday, May 19th at the Renaissance Center, the Wolverine Bar Foundation honored Director Linda Parker with the prestigious Damon J. Keith Community Spirit Award. Recipients of this award are lawyers that exhibit an exemplary commitment to community service, and place social justice, civil rights, and equality above all else. The award was named for Judge Damon J. Keith, who was one of the first co-chairs of the Michigan Civil Rights Commission.

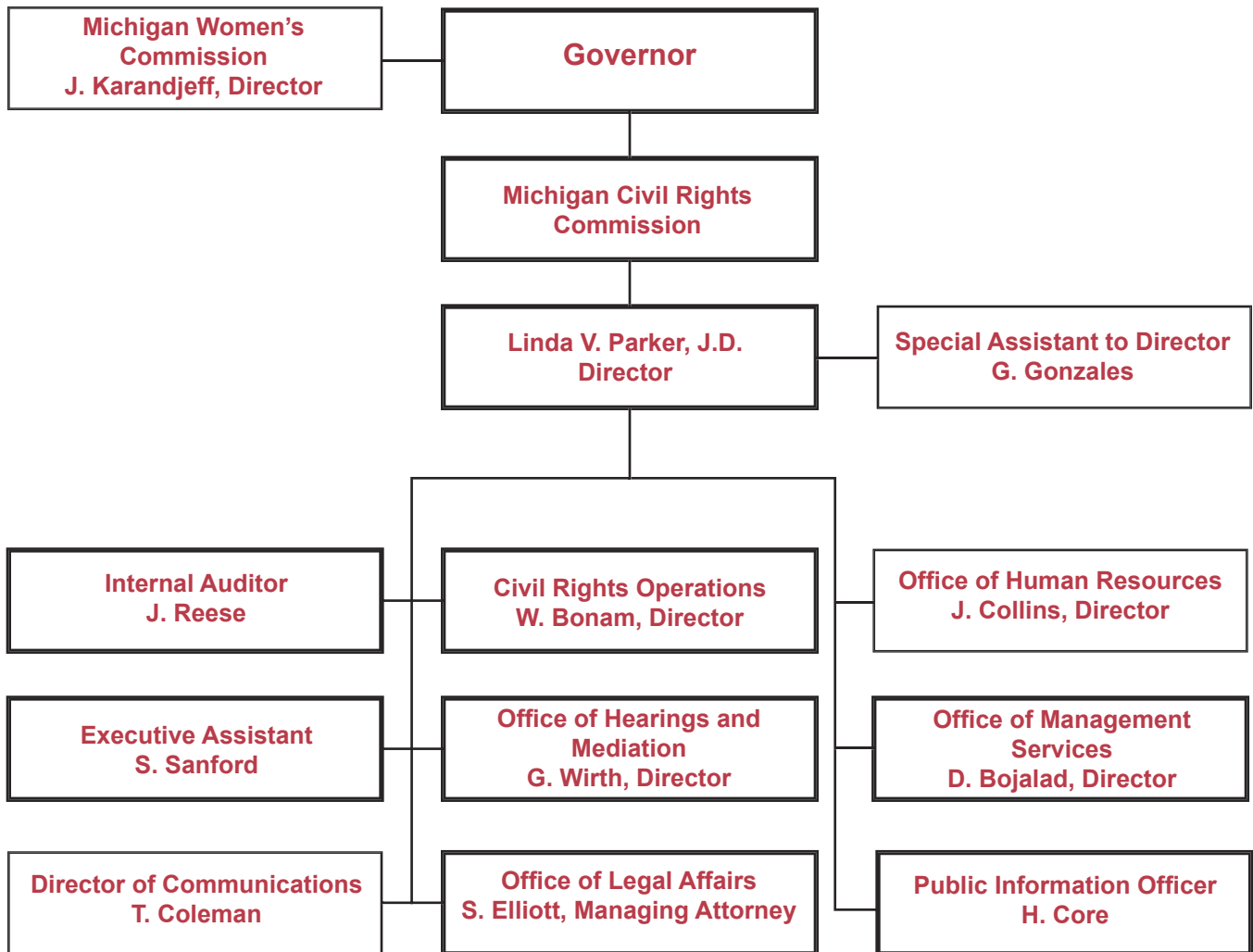
Finally, in September 2005, Director Parker gave the keynote address “Striving In Difficult Times,” at the Michigan Department of Corrections Minority Advisory Panel (MAP) Annual Conference.



May 2005 Damon J. Keith Community Spirit Awards. Judge Damon J. Keith shares some words of encouragement as Director Parker looks on.

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

ORGANIZATIONAL CHART



Office of Civil Rights Operations

The Office of Civil Rights Operations (OCRO) includes the Enforcement division, HUD/EEOC Coordinator, Community Relations division and the Contract Compliance Unit. OCRO also includes the Prisoner Concerns Liaison, responsible for processing requests for information or assistance regarding prisoners in the state's prisons and jails.



Bobbie Curtis, Flint Civil Rights Manager, standing with Archbishop Emeritus Desmond M. Tutu at the Whiting in Flint (June 2004).

There are currently ten civil rights enforcement units throughout the state. Each unit consists of five to eight Civil Rights Representatives (CRR), a Civil Rights Manager and an Administrative Support colleague. Four of the units are located in the Detroit office. There are two units in Grand Rapids, with one CRR working in Marquette. There is one unit each in Saginaw, Flint, Lansing and Kalamazoo. One CRR from the Kalamazoo office also works part-time in a Benton Harbor office.

Enforcement Units offer customers the following programs

and services: complaint investigation, information, referral, outreach and education. The complaint investigation option includes early resolution, during which CRRs attempt to resolve the matter within 14 days. When early resolution is not successful, a formal complaint is taken, if appropriate. When a complaint investigation results in a finding of probable cause, enforcement staff will offer conciliation prior to referring the complaint for legal review and the possible issuance of a formal charge of discrimination.

In some instances, CRRs will proceed immediately to formal complaint without attempting early resolution. For example, MDCR proceeds immediately to formal complaint when presented with egregious acts or repeated allegations of discrimination, where there is direct evidence of discrimination, or when precedent-setting concerns are received.

MDCR has established an internal Mediation Unit to assist with the timely resolution of complaints. Enforcement staff may use mediation as an option to resolve a formal complaint.



MDCR employees show off their African attire at a Black History Month celebration. Left to right: Detroit Civil Rights Manager Yarkpazuo Bah-Deh, Detroit Rights Representative Linda McLin, Detroit Rights Representative Henry Gordon, Managing Attorney Sylvia Elliott, and former Staff Attorney Larry Betz.



April 2005, MDCR colleagues provide diversity training for about 1100 Swartz Creek Middle School students. Precious Boone, Rights Representative in the Flint Enforcement office, interacts with the young students.

During fiscal year 2004, 2,128 early resolutions were completed, resulting in monetary awards to claimants of \$1,071,422. During this period, 2,393 formal complaints were taken, with 1,716 complaints referred to mediation. MDCR closed 1,955 complaints during FY04, resulting in monetary awards to claimants of \$2,699,635. The Department also recorded 2,503 contacts given referrals to other service organizations, and 1,716 contacts served through providing information.

During fiscal year 2005, 3,248 early resolutions were completed, resulting in

monetary awards to claimants of \$829,000. During this period, 2,269 formal complaints were taken with approximately 1,660 complaints referred to mediation. MDCR closed 2,862 complaints during FY05, resulting in monetary awards to claimants of \$4,370,855. The Department also recorded 1,719 contacts given referrals to other service organizations, and 2,547 contacts served through providing information.

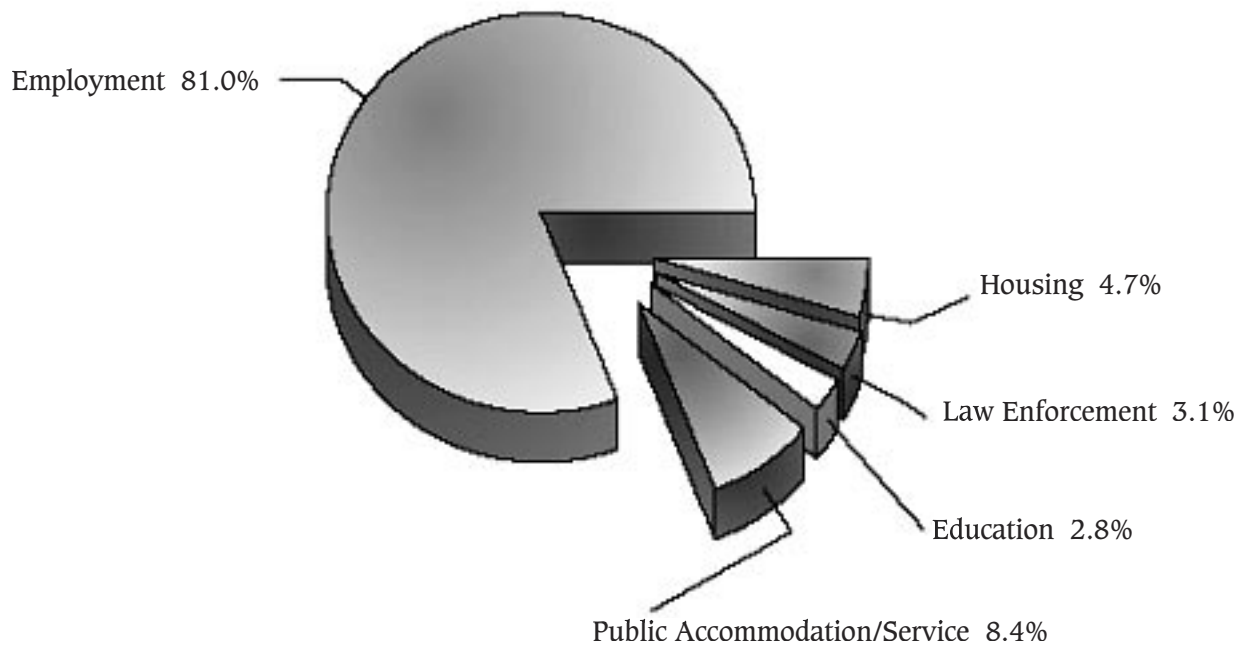


MDCR has been a valued partner with the Annual Metro Detroit Teen Conference. From left to right: 2004 Metro Detroit Teen Conference Co-Chairs Donna Harahuc, OWL Team and Linda McLin, Rights Representative in the Detroit Enforcement Division, pose with their Metro-Detroit Conference awards for distinguished service.



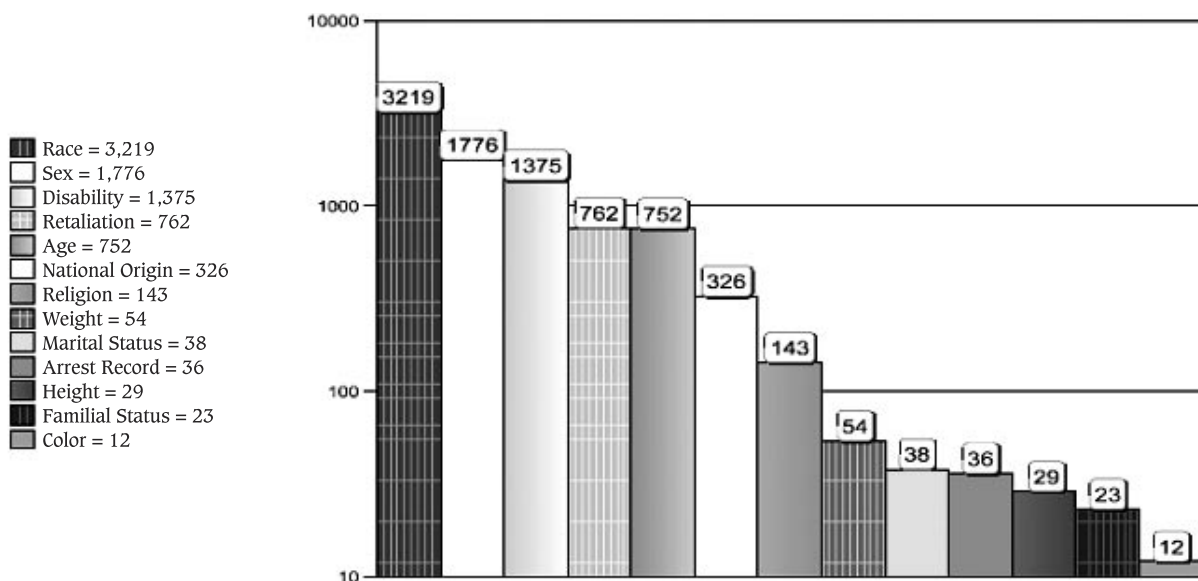
May 2005, Lansing NAACP Town Hall Meeting. Julia Almendarez, Rights Representative in the Lansing Enforcement office, fields questions about MDCR while participants look on. (photo from www.naacplansing.org)

FY 2004 Complaint Issue Contacts Recorded by Area of Discrimination



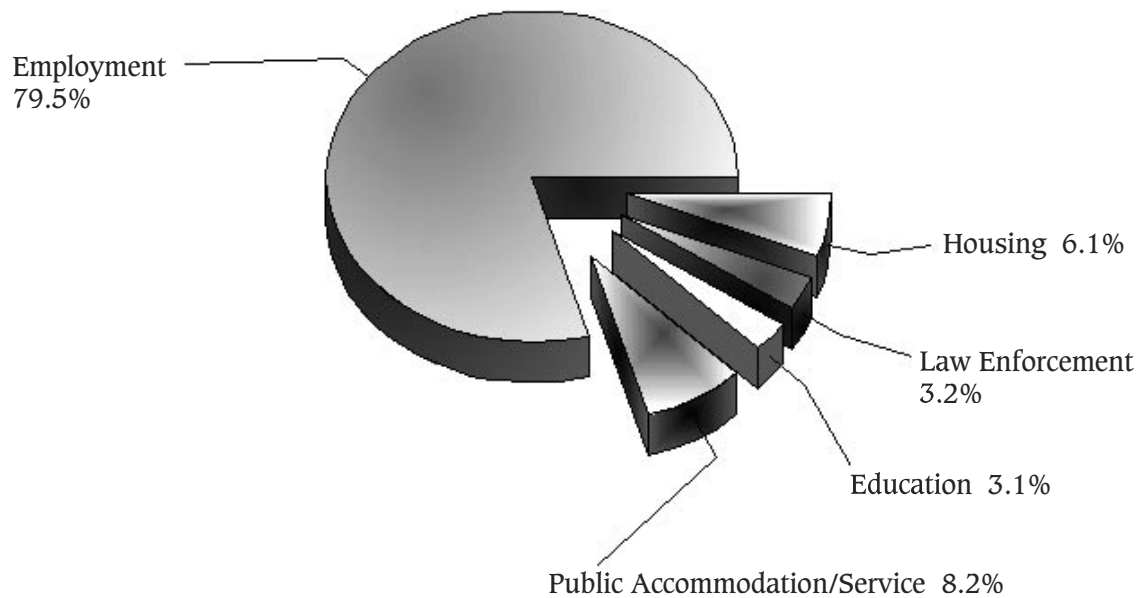
- A contact is a customer request for service.
- The percentages shown reflect all requests for Complaint Issue services recorded in the Department's Contact Management System during FY 2004.

FY 2004 Complaint Issue Contacts Recorded by Basis of Discrimination



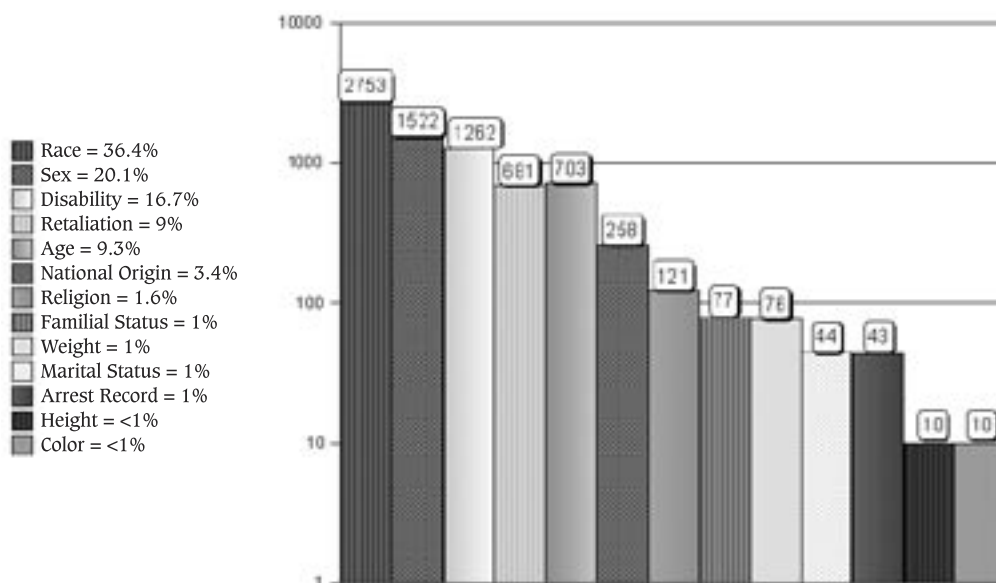
- A contact is a customer request for service.
- The numbers shown reflect all requests for Complaint Issue services recorded in the Department's Contact Management System during FY 2004. Contacts filed may include more than one basis.
- Of 1,776 gender-based contacts, 182 included pregnancy as a basis, and 536 identified sexual harassment as an issue.

FY 2005 Complaint Issue Contacts Recorded by Area of Discrimination



- A contact is a customer request for service.
- The percentages shown reflect all requests for Complaint Issue services recorded in the Department's Contact Management System during FY 2005.

FY 2005 Complaint Issue Contacts Recorded by Basis of Discrimination



- A contact is a customer request for service.
- The numbers shown reflect all requests for Complaint Issue services recorded in the Department's Contact Management System during FY 2005. Contacts filed may include more than one basis.
- Of 1522 gender-based contacts, 196 included pregnancy as a basis, and 449 identified sexual harassment as an issue.

Community Relations Division Activities

The mission of the Community Relations Division is to enhance communication around common issues, provide new options in service delivery, and facilitate access to outreach and education by the development of formal and informal relationships with communities, organizations, businesses, and educational institutions. The Community Relations Division consists of a Director, two permanent management level staff and one administrative support staff member. The Director of Community Relations reports to the Civil Rights Operations Director. There are also MDCR colleagues that allocate a certain percentage of their time as Community Relations Division members. The Multi-Cultural and Expanded Community Liaisons serve within other MDCR program areas and simultaneously perform their liaison duties. There are also MDCR colleagues who conduct training designed and developed by the Community Relations Division on a voluntary basis, above and beyond their regular duties in other offices.

One of the key services of the Community Relations Division has been the Building

Cultural Competency Training. The original eight-hour workshop offers information that will enhance the participants' understanding of five major cultural groups in Michigan: African American, American Indian, Arab American, Asian American and Latino American. The workshop addresses the complexities and challenges of interaction within a multicultural work environment and larger society. Topics covered include: cultural protocols, cross-cultural communications, definition and name evolution, the impact of significant historical civil rights events, cultural characteristics and dispelling myths and stereotypes that lead to bias and discrimination. In order to meet the continuing demand for this training, the Department is building a four-hour training with the same basic topics.

Fiscal Year 2004

During Fiscal Year 2004, Indian Affairs Specialist Donna Budnick coordinated the Governor's Interstate Indian Council conference held during August 2004 in Traverse City. The Governors' Interstate Indian Council (GIIC) hosted their 55th annual conference, titled "Maximizing Resources by Building Effective Tribal/State Partnerships," on August 11-14, 2004, at the Grand Traverse Resort in Traverse City. The Conference provided the opportunity

to further enhance relationships through dialogue, while learning from other states' experiences regarding tribal and state relations and American Indian issues.

The event included panel discussions regarding Tribal/State Relations and Negotiations and Tribal Judiciary and State Cooperation, led by



African American Affairs Liaison and Director of the Detroit Enforcement Division Hector Shamley is one of several MDCR colleagues that conducts the Building Cultural Competency Training as shown here.



Director Linda Parker introducing Governor Jennifer M. Granholm at the August 2004 GIIC Conference in Traverse City.

Justice Michael E. Cavanaugh, Michigan Supreme Court. Special guest speakers included Governor Granholm, who was introduced by our own Director Parker. The Governor addressed the importance of improving relationships between tribes and the state. Kansas Senator Lana Oleen discussed tribal and state relations relevant to the partnership between the National Conference of State Legislatures (NCSL) and the National Congress of American Indians (NCAI). United States Congressman, Dale Kildee also attended the event, speaking on historical legislation impacting American Indians from 1970 to present.

Also in August 2004, following a meeting with the Triangle Foundation, MDCR appointed W. Ann Warner to serve as liaison to the Gay, Lesbian, Bisexual and Transgendered community.

Fiscal Year 2005

During Fiscal 2005, the Community Relations Division designed and hosted two very successful statewide conferences. On April 7, 2005, MDCR co-hosted the “Emerging Communities: A Look at Fair Housing” conference with the U.S. Department of Housing and Urban Development at the Holiday Inn-South.

The conference examined the serious and unique housing needs of the Migrant & Seasonal Farmworkers (MSFW), Domestic Violence Survivors, Refugees, Disabled, and Gay/ Lesbian/ Bisexual/ Transgender (GLBT) communities. Additionally, the conference brought together representatives from diverse backgrounds to create solutions to the communities’ housing concerns. Highlights included break-out sessions and keynote addresses from F. Willis Caruso, J.D., Co-Executive Director and Clinical Director, The John Marshall Law School Fair Housing Center, and Kenneth Benson, President and C.E.O., Habitat for Humanity of Michigan.

On August 18, 2005, the Michigan Department of Civil Rights (MDCR) and the U.S. Department of Housing and Urban Development (HUD) hosted, “Predatory Lending and Your Community, in Lansing, Michigan. The conference explored the social and economic effects of predatory lending practices on the various communities in Michigan. MDCR co-hosted the event as part of an increased commitment to addressing housing



MDCR American Indian Affairs Liaison Donna Budnick (left) with artist Rose Koch (right) hold a painting donated by Ms. Koch in June 2004. The painting now hangs in MDCR’s executive office in Lansing.

discrimination. The conference included break-out sessions and keynote addresses by Uriah King, Senior Policy Associate for the Center for Responsible Lending, and Stella Adams, Executive Director, North Carolina Fair Housing Center. An estimated 230 conference attendees, hailing from a variety of backgrounds including representatives from lending industries and organizations, pledged to fight predatory lending.

Crisis Response Team (CRT):

Another critical service offered by the Community Relations Division is crisis response. The Crisis Response Team is designed to provide an immediate response to backlash or bias incidents and hate crimes. The purpose of the CRT is to assist community efforts to resolve and defuse situations of tension and unrest. Residents are still encouraged to contact local law enforcement if they feel endangered. MDCR expanded the coverage of its toll free number (1-800-482-3604), to include an emergency hotline for Michigan residents needing immediate response after normal business hours.

During FY 2004, the CRT was engaged in the following activities:

- Provided crisis response services to the victim of a cross burning incident in Chesterfield Township.
- Provided crisis response services to a resident and the Wayne County Sheriff's Department regarding allegations of ethnic intimidation.

November 2004 Annual Growers and Farmworkers Conference in Lansing, Michigan. Community Relations Division Director Alberto Flores is honored for his work on behalf of migrant and seasonal farmworking communities.

- Provided crisis response services to Hamtramck Public Schools regarding racial tension among students.
- Provided crisis response services to St. Perpetua's Catholic Church in Waterford Township for vandalism of a religious statue of Jesus.
- Provided crisis response services to residents of Ypsilanti following hate flyers written by a hate group against racially mixed marriages.
- Provided crisis response intervention following a police beating of an African American man in Pontiac.

FY 2005 proved to be a challenge for the CRT. Among other items they:

- Provided assistance when a Warren home of an African American family was vandalized and trashed leaving ethnic slurs on the walls of the house.
- Provided support following a cross burning in Trenton.
- Provided support following a noose hanged in Troy.
- Met with the Mayor of Dearborn Heights and MCRC Commissioner Van Houten regarding the cross burning incident that occurred in their community. The discussion included neighborhood tension arising as a result of Arab Americans moving into Dearborn Heights.



Contract Compliance Unit

Government has an obligation to assure that the tax monies it administers are not used to perpetuate unlawful discrimination. The Commission has the legal responsibility of assuring that all persons seeking state contracts and receiving public monies comply with equal employment opportunity standards established by law and public policy of the State of Michigan. The Commission carries out its enforcement responsibility through its Contract Compliance Program and Contract Compliance Unit (CCU), which entails the review of the contractor's work force and a determination as to whether the contractor meets the equal employment standard of reasonable representation of people of color and women in the workforce and the recruiting of persons with disabilities.

The MDCR was directed to establish standards and procedures for assuring non-discrimination in the provision of state programs, services and funds which are available through the State of Michigan. Michigan's state government, through grants and contracts, funds a broad range of programs and services. The Department and the Commission through the Contract Compliance Program attempts to assist employers in diversifying their work forces with people of color, women and persons with disabilities without excluding others from consideration. The CCU conducts a thorough analysis of a contractor's employee profile, comparing that profile to the profile of the geographic area and available labor pool with the required education and experience. If there is a substantial imbalance or significant difference between the profile of the labor pool and the profile of the contractor's employees, the employer will be requested to voluntarily establish a written action plan. The action plan includes a record of good faith efforts to overcome

the absence of people of color, women and persons with disabilities.

The equal employment practices of all contractors, vendors, sub-contractors and suppliers doing business with the State of Michigan and or its political subdivisions are subject to review by MDCR and are required to have a Certificate of Awardability, issued by MDCR/CCU when the contract exceeds \$100,000.

Certification Process:

Fiscal Year 2004

During fiscal 2004, CCU colleagues, June Adkins, CCU Manager, and Rights Representatives Jamaluddeen Al-Mahdi, Elaine Banks-Knall and Carol Griffin, along with Administrative Assistant Felicia White, completed approximately 1,015 compliance reviews, including ten on-site reviews. Of the 1,015 compliance reviews, 960 companies received a Certificate of Awardability, and 55 companies were determined ineligible for one of the following reasons:

- The contractor's work force did not meet the standard of reasonable representation.
- The Certification Review Form was not returned.
- The contractor failed to provide sufficient information to complete the certification review process.

Approximately half of the 55 contractors originally determined non-awardable, were subsequently issued the Certificate of Awardability after submitting the requested information in order to complete the review process. While the majority of the contractors who were issued the Certificate of Awardability were from Michigan, many of the contractors were from out-of-state.

The CCU received two applications from businesses seeking the Persons With Disabilities Business Enterprise Certification

during this reporting period. Both requests were reviewed and issued Certifications. In order to receive this certification an applicant must provide documentation to support ownership of 51% or more and independent management and control of the business.

Outreach and Education:

In addition to the Certification process, Contract Compliance Unit colleagues also participated in the creation of several Business Opportunity Forums (BOF). The purpose of the BOF is to increase the opportunities for small businesses wishing to establish contractor relations with the State of Michigan. The forums are interdepartmental, with committee members from several state departments. MDCR's interest in the forums is to further its mission of securing equal opportunity for all residents and business owners involved with public contracting and to assure that tax monies are not used to perpetuate unlawful discrimination in public contracting.

Fiscal Year 2005

During fiscal 2005 CCU colleagues processed approximately 840 compliance reviews, including thirteen on-site reviews. Of the 840 compliance reviews:

- 95 were pre-awards (requests for reviews from the Department of Management & Budget to determine if a contractor should be the successful bidder for a pending state contract),
- 229 were requests for the Certificate of Awardability from contractors who were planning to bid on a state contract,
- 31 requests for certification were determined to be non-awardable due to the contractor's failure to complete and/or return the required Certification Review Form in order to review and monitor the equal opportunity practices of the contractor.

CCU members conducted a total of 13 on-site contract compliance reviews and four on-site reviews for contractors making application for certification as a Persons With Disability Business Enterprise. Two of the four applications have been submitted for closure. One was certified and issued a certificate, and the other was denied due to the applicant's failure to submit the requested information and failure to be available for an on-site review. Two applications are still pending.

Outreach and Education:

During Fiscal Year 2005 the Contract Compliance Unit members also participated in several Outreach and Education activities, including:

- June Adkins, CCU Manager, served for the third consecutive year as a member of the Women In Leadership in the Workplace Committee, which hosted the annual conference in March 2005. The conference was sponsored by the Michigan Business & Professional Association. She also worked with the Arab American Chamber of Commerce Women's Committee and assisted with their mentoring breakfast held in December 2004, in Dearborn, Michigan.
- During the year CCU members, Jamaluddeen Al-Mahdi, Elaine Banks-Knall, Carol Griffin and June Adkins again participated in several Business Opportunity Forums that were held throughout the state. Ms. Adkins served as a core committee member of the planning team for the forums. Other core members represented the Michigan Department of Management & Budget, the Michigan Economic Development Corporation, the Michigan Department of Transportation and the Governor's Southeast Michigan Office.

Office of Legal Affairs

The Managing Attorney and five MDCR staff attorneys serve as legal advisors to all enforcement units and organizational units within MDCR. The Attorney's responsibilities include, but are not limited to: providing legal guidance and strategy on issues and cases as they progress through the enforcement process, reviewing pending legislation impacting civil rights in Michigan, writing amicus briefs on pending court cases, drafting Charges for administrative hearings, litigating cases in the administrative hearing process, attending enforcement unit meetings, educating enforcement units on current legal issues, conducting new employee training, and designing and implementing grants for fair housing programs.

The Department also maintains a unique library of historical and current civil rights documents, books, information and research pre-dating the 1963 inception of the Michigan Civil Rights Commission. A Librarian serves as a valuable resource to both internal and external customers.

Highlights of FY2004 include:

- MDCR legal staff and the Office of the Attorney General were successful in a case of first impression involving reasonable accommodations under the Michigan Persons with Disabilities Civil Rights Act and the Federal Fair Housing Act. (See discussion under Commission News 2004).
- Concerns over the availability of accessible residential housing for disabled Michigan residents, prompted staff attorneys to implement a Housing Accessibility Pilot in Kalamazoo County. MDCR was awarded a grant by the federal Department of Housing and Urban Development for evaluating newly constructed multi-family housing for compliance with the seven design and construction requirements of the Fair Housing Act.
- A renewed focus on discrimination in residential housing resulted in agreements with Fair Housing Centers in Detroit, Ann Arbor, Grand Rapids and Kalamazoo, to provide testing services for MDCR housing cases.



Managing Attorney Sylvia Elliott covers civil rights issues from a legal perspective at the March 2005 Governor's Faith-Based and Community Resource Symposium. MDCR offered a session on civil rights issues and resources at the event.

- Legal staff participated in drafting the Governors' Executive Order addressing state government agencies' compliance with the ADA (Americans with Disabilities Act).
- Published articles in "Law Notes," the State Bar of Michigan's Labor and Employment Law Section quarterly newsletter.

Highlights of FY2005 include:

- A complaint filed by MDCR on behalf of three women, against the Fraternal Order of Eagles was settled when the Fraternal Order of the Eagles agreed to allow women to become full members at Michigan Chapters.
- Developed a series of training modules on housing issues. The six modules cover: A History and Overview of the Law; Buying, Selling and Financing; Disability; Landlord-Tenant Issues; Harassment, Intimidation, Retaliation and Coercion; Damages/Remedies.
- Assisted in preparing the Department and Commission's objection to the Michigan Supreme Court amendment to Rule 6.412 of the Michigan Court Rules regarding discrimination in jury selection. (See discussion under Commission News 2005).
- Assisted with preparing the Amicus Brief in the matter of Easter Seals v City of Royal Oak. (See discussion under Commission News 2005.)



Commissioners carefully weigh the evidence before voting at a November 2004 Commission meeting in Dearborn. This meeting and forum highlighted the issues of Arab Americans in the Dearborn area.

*October 2004
Commission meeting
in Holland. Director
of Hearings and
Mediation George
Wirth and Managing
Attorney Sylvia
Elliott address the
Commission.*



Requests for Reconsideration (Commission Rule 7)

Fiscal Years 2004-2005 Reports

The Reconsideration Unit is responsible for processing appeals from claimants who disagree with the Department's decision and seek a review of the decision on a statement of concern or formal complaint. The Unit reviews the entire file and often discusses the issues with the claimant and other appropriate parties. The Reconsideration Unit submits a written analysis and a recommendation to affirm or reverse the decision of the civil rights enforcement unit. A decision to deny the claimant's request for reconsideration constitutes a final determination by the Department and may be appealed to circuit court.

Reconsideration Requests Processed 2003 to 2005

Year	Statements of Concern	Investigated Complaints
2003-2004 Oct 1, 2003 to Sep 30, 2004	171	153
2004-2005 Oct 1, 2004 to Sep 30, 2005	200	139
2003 - 2005 Total	371	292

The Reconsideration Unit consists of Joan Blair who is the manager and rights representative Donna Paruszkiewicz. The Reconsideration Unit is part of the Office of Hearings and Mediation.

Mediation

The Michigan Department of Civil Rights Mediation Unit is comprised of Kerry Bernard, the mediation coordinator and mediators Gregory Petty and Fabian Felan. The mediation unit reports to the Director of Hearings and Mediation. For Fiscal Year 2004, the three internal mediators conducted 125 mediations. Of those 125 cases, 81 were successfully resolved for a resolution rate of 65%.

In addition to the Department's internal mediators, the Department also refers mediation cases to Michigan Supreme Court certified non-profit mediation centers. For the FY 2004, these external mediators conducted 133 mediations. Of those 133 cases, 63 were successfully resolved for a resolution rate of 47%.

The enforcement units offer voluntary mediation to the parties on all docketed civil rights complaints except for a few complaints where the allegations of the complaint would make mediation inappropriate. Mediation is offered as the first step in the enforcement process and can often result in a resolution that is

Mediation Chart FY04-05

	Internal Mediations	External Mediations
FY04 Mediations conducted	125	133
FY04 Mediations successfully resolved	81	63
FY04 Resolution rate	65%	47%
FY05 Mediations conducted	170	126
FY05 Mediations successfully resolved	100	66
FY05 Resolution rate	59%	52%

satisfactory to all parties, while avoiding the time and expense of an investigation. There is no cost to the parties to participate in mediation and any information revealed in mediation remains confidential.

On May 30, 2004, the Department entered into a pilot mediation contract with EEOC to provide mediation services on cases where only EEOC has jurisdiction.

Fiscal Year 2005

For Fiscal Year 2005, the three internal mediators conducted 170 mediations. Of those 170 cases, 100 were successfully resolved for a resolution rate of 59%.

For FY 2005, the Department used external mediators to conduct 126 mediations. Of those 126 cases, 66 were successfully resolved for a resolution rate of 52%.

On August 25, 2005, the Department entered into a four year mediation contract with EEOC to provide mediation services for the EEOC. The Department's three internal mediators have met the educational and experience requirements to be eligible for this contract. Also during FY2005, the Department began offering mediation for housing complaints following an agreement with the Department of Housing and Urban Development.



During fair housing month campaigns signs were posted in communities around the state alerting residents to their options for combating housing discrimination. Funding for the billboards was provided by the US Department of Housing and Urban Development.

Office of Human Resources

The Office of Human Resources (OHR) supports Department colleagues in a variety of program areas. The office is responsible for the selection, hiring and compensation of Department employees, as well as the administration of employee benefits, position classification, labor relations and training. OHR oversees programs that ensure equal employment and equitable representation of groups within the Department's work force. Programs include: recruitment, student programs, reasonable accommodation coordination, sexual harassment complaint investigations, health and safety coordination, and compliance

with the Americans with Disabilities Act (ADA). During FY2004-2005, Human Resources colleagues:

- Coordinated and processed the hiring of all new employees throughout the year.
- Continued to expand the implementation of the web-based Employee Self-Service feature of the Human Resource Management Network.
- Coordinated and conducted numerous training programs throughout the year.
- Coordinated an annual Employee Recognition Ceremony to honor staff for their commitment to state government.

Personnel Demographics Chart for FY2004

	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	American Indian Male	American Indian Female	Asian Male	Asian Female
Officials and Administrators	4	0	2	1	0	1			1	
Professionals	13	25	16	30	4	3		0	1	0
Office and Clerical	1	7	1	12		2	0	0	0	0
Para Professionals					1					

Disabled: 1

Personnel Demographics Chart for FY2005

	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	American Indian Male	American Indian Female	Asian Male	Asian Female
Officials and Administrators	4	1	2	1	1	1			1	
Professionals	11	24	15	33	3	4	0	1	1	3
Office and Clerical	1	8	0	12		1	0	0	0	0
Para Professionals					1					
Unclassified		1	1	1						

Disabled: 1

Office of Workplace Learning

Despite economic constraints, MDCR continues to put a high priority on educating its colleagues.

The goal of the Office of Workplace Learning (OWL) is to enhance the professional and personal development of all MDCR colleagues. The key objectives of OWL are: providing new colleagues with the necessary training to help them become successful within MDCR; and then providing training as needed to maintain and update their skills and knowledge. This is achieved by aligning all training with the mission, vision, and goals of the Department, and by modeling the State's and MDCR's four core values of excellence, inclusion, integrity, and teamwork.

OWL conducted and/or coordinated several training sessions for MDCR colleagues. Not only did it conduct new employee orientation and training for new employees, but several training opportunities were afforded to MDCR's experienced employees. Topics included team building, computer skills, conflict resolution, and personal safety. OWL coordinated training sessions conducted by the Equal Employment Opportunity Commission (EEOC), entitled Investigative Techniques.

OWL supports every unit and division within MDCR by assisting in the development and/or delivery of training topics such as hate crime, race discussion, building cultural competency and police and community relations.

OWL participated in the planning and coordinating of the Metropolitan Detroit Teen Conference, an annual conference held for Detroit area high school students and sponsored by the Merrill Palmer Institute at Wayne State University. OWL continues

to coordinate and administer the delivery of diversity training to all employees at the MotorCity Casino (MCC) on a monthly basis. OWL also coordinated and participated in delivering diversity training to the Legislative Services Bureau.

OWL coordinates the Governor's state-wide Vision and Values initiative for MDCR. The MDCR Organizational Development Officer (ODO) meets monthly with the Office of Great Workplace Development (OGWD) and MDCR's Organizational Development Team (ODT). The ODT members are Warren Bonam, Office of Civil Rights Operations Director; Precious Boone, Civil Rights Representative (CRR) in the Flint Enforcement office; Joseph Collins, Human Resources Director; John Golaszewski, Community Relations Coordinator; Carol Griffin, CRR in the Contract Compliance Unit; Donna Harahuc, OWL Director; Stacy Muniz, CRR in the Detroit Enforcement Division; and Kylie Piette, CRR in the Grand Rapids Enforcement office. As visible and approachable proponents of Integrity, Inclusion, Excellence and Teamwork, this team seeks to promote employee engagement in the core Vision and Values. Its goal is to increase morale, optimism and enthusiasm by cultivating an organization



that recognizes the contributions of each colleague in fulfilling the mission of MDCR.

Members of the Organizational Development Team (ODT) stop to smile for the camera. From left to right seated: Precious Boone, Rights Representative in the Flint Enforcement Office; and Donna Harahuc, Director of the Office of Workplace Learning (OWL). From left to right standing: Kylie Piette, Civil Rights Representative in the Grand Rapids Enforcement Office; John Golaszewski, Community Relations Coordinator; and Stacy Muniz, Civil Rights Representative in the Detroit Enforcement Division.

**Michigan Department of Civil Rights
Fiscal Year 2004 Appropriation**

	GF-GP Funding	Federal Funding*	Total Funding
Original Appropriation	12,183,200	934,000	13,117,200
Adjustments:			
Executive Order Reductions	(463,042)		(463,042)
Adjustments to Federal Funding		289,513	289,513
Adjusted Balance	11,720,158	1,223,513	12,963,671

*As a Fair Housing Assistance Program (FHAP), MDCR investigates dually filed housing cases under contract with HUD. These cases are jointly filed under state law and Title VIII, Fair Housing Act. MDCR is the only FHAP in Michigan.

*As a Fair Employment Practices Agency (FEPA), MDCR investigates dually-filed employment cases under contract with EEOC. Those cases are dually-filed under state law and Title VII, US Civil Rights Act; the Americans with Disabilities Act; and/or the Age Discrimination in Employment Act. MDCR is the only FEPA in Michigan.

Appropriation History			
	GF-GP Funding	Federal Funding	Total Funding
2000	14,739,300	481,320	15,220,620
2001	14,266,900	823,550	15,090,450
2002	14,333,000	1,256,933	15,589,933
2003	12,689,900	1,282,699	13,972,599
2004	11,720,158	1,223,513	12,943,671

**Michigan Department of Civil Rights
Fiscal Year 2005 Appropriation**

	GF-GP Funding	Federal Funding*	Total Funding
Original Appropriation	11,759,000	934,000	12,693,000
Adjustments:			
Executive Order Reductions	(191,500)		(191,500)
Adjustments to Federal Funding		756,900	756,900
Adjusted Balance	11,567,500	1,690,900	13,258,400

*As a Fair Housing Assistance Program (FHAP), MDCR investigates dually filed housing cases under contract with HUD. These cases are jointly filed under state law and Title VIII, Fair Housing Act. MDCR is the only FHAP in Michigan.

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Appropriation History			
	GF-GP Funding	Federal Funding	Total Funding
2001	14,266,900	823,550	15,090,450
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2003	12,689,900	1,282,699	13,972,599
2004	11,720,158	1,223,513	12,943,671
2005	11,567,500	1,690,900	13,258,400

Office Of Communications / Public Information

The Offices of Communications and Public Information handle the media relations for the Commission, Department, Governor's Advisory Council on Arab and Chaldean American Affairs and Governor's Advisory Council on Asian Pacific American Affairs, in addition to creating and dispersing MDCR's internal and external communications. During Fair Housing Month, the office also conducted a Fair Housing Campaign, including billboards and newspaper advertisements.

The office regularly distributes newsletters for colleagues and the public in addition to the annual report. The office also updates existing brochures and creates new ones as needed to help the Department fulfill its mission.

Below are some highlights of media coverage for FY 2005:

- 1) "State Civil Rights office taking steps to protect voter rights" Detroit Free Press (Associated Press), 10/08/2004
- 2) "Civil Rights office protecting voter rights" Eagle Herald (Marinette, WI), 10/08/2004
- 3) "2 cops file harassment complaints" Detroit News, 11/10/2004
- 4) "Female cops sue over sex claims" Detroit Free Press, 11/09/2004
- 5) "Civil Rights Commission forum on Monday" Dearborn Press and Guide, 11/21/2004
- 6) "Break down color barriers" Detroit Free Press (Letter to editor by Director Parker) 01/17/2005
- 7) "Linda V. Parker: Forty years ago, 'country folk' put bigots on notice" Lansing State Journal (Letter to editor by Director Parker) 03/18/2005
- 8) "Macomb to get anti-bias program" Detroit News, 06/15/2005
- 9) "Ellen Creager: 18-24? You can rent a car" Detroit Free Press, 07/17/2005
- 10) "Migrants to state: We're losing ground" Kalamazoo Gazette, 08/23/2005
- 11) "Michigan Eagles chapters agree to admit women", Detroit News, 07/13/2005
- 12) "Fraternal Order of Eagles agree to allow Michigan women to join" Detroit Free Press, 07/12/2005
- 13) "Mount Clemens gets civil rights department" The Macomb Daily, 06/16/2005
- 14) "Men's club will admit women to settle suits" Lansing State Journal, 07/13/2005
- 15) "State pursues realty bias charges" Detroit Free Press, 07/28/2005
- 16) "Parker: Public input is needed on foster-care divide" Lansing State Journal (Op-Ed by Director Parker), 07/24/2005
- 17) "Housing alliance files discrimination complaint against Detroit-area real estate company" Associated Press, 07/27/2005
- 18) "Civil rights groups lament silence on racial injustice" Macomb Daily, 09/01/2005
- 19) "Michigan communities must do more to combat racial, cultural intolerance" Detroit Free Press (Op-Ed by Director Parker and Daniel Krichbaum), 09/19/2005
- 20) "Break the silence to find a solution" Detroit Free Press (letter to the editor by Director Parker, 09/24/2005.
- 21) "Efforts intensify to draw women into politics" Lansing State Journal, 09/24/2005

MDCR Publications Available at <http://www.mi.gov/mdcr>

Annual Reports (2001 - 2005)
Commission Newsletter (2000-2005)
Michigan Indian Quarterly 2004

Brochures:

Answers for Teens
Bill of Rights and Responsibilities
Building Cultural Competency
Civil Rights, Migrant Farm Workers, and Immigration Law
Common Questions and Answers
Complaint Resolution Option
Conciliation Conference Brochure
Dealing with Unlawful Discrimination on Campus
Elliott-Larsen Civil Rights Act
Fair Housing Laws
Help Wanted - Suggestions for Preparing Non-Discriminatory Advertisements
MDCR Commission Rules: Organization, Practice, and Procedures
Michigan Civil Rights Commission 1964 - 2004: Forty Years and Beyond
Michigan Civil Rights Commission 40th Anniversary
Michigan Indian Directory: 2005-2006
Persons with Disabilities Civil Rights Act
Poster: Michigan Law Prohibits Discrimination (also in Spanish and Arabic)
Pre-Employment Inquiry Guide
Pregnant Women in the Workplace
Rights & Privileges Lost upon Conviction of a Felony
Significant Michigan Civil Rights Case Decisions
Unlawful Sexual Harassment
Voting: What you should know – (also in Spanish and Arabic)
We Can All Play Together
What Is Discrimination?

**For More Information on the
Michigan Civil Rights Commission
call**

1-800-482-3604

TTY: 1-877-878-8464

Or visit

www.michigan.gov/mdcr



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